



STANDARDS OF APPRENTICESHIP
adopted by

THE BOEING/IAM JOINT APPRENTICESHIP COMMITTEE

<u>Skilled Occupational Objective(s):</u>	<u>(sponsor)</u>	<u>DOT and/or SOC</u>	<u>Term</u>
CELLULAR MANUFACTURING MACHINIST		600.280-022	7360 HOURS
COMPOSITE TECHNICIAN		51-9199.99	7360 HOURS
INDUSTRIAL ELECTRONIC MAINTENANCE TECHNICIAN		829.261-022	9200 HOURS
JIG & FIXTURE TOOL MAKER		601.281-026	7360 HOURS
MACHINE TOOL MAINTENANCE MECHANIC		638.261-030	7360 HOURS
MACHINIST		600.280-022	7360 HOURS
MAINTENANCE MACHINIST		600.280-042	7360 HOURS
MODEL MAKER		693.261-018	7360 HOURS
NC SPAR MILL OPERATOR		605.380.010	7360 HOURS
TOOL & CUTTER GRINDER		603.664-010	7360 HOURS
TOOL & DIE MAKER		601.260-010	9200 HOURS
TOOLING INSPECTOR		601.281-022	7360 HOURS



APPROVED BY
Washington State Apprenticeship and Training Council
REGISTERED WITH
Apprenticeship Section of Specialty Compliance Services Division
Washington State Department Labor and Industries
Post Office Box 44530
Olympia, Washington 98504-4530

APPROVAL:

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Standards Amended (administrative)

By: MELINDA NICHOLS
Chair of Council

By: PATRICK WOOD
Secretary of Council

THE BOEING/IAM JOINT APPRENTICESHIP COMMITTEE

The Washington State Apprenticeship and Training Council (WSATC) has the authority to develop, administer, and enforce apprenticeship program standards (Standards) for the operation and success of an apprenticeship and training program in the State of Washington.

Apprenticeship programs and committees function, administer, or relinquish authority only with the consent of the WSATC and only apprentices registered with the supervisor or recognized under the terms and conditions of a reciprocal agreement will be recognized by the WSATC.

Parties signatory to these Standards declare their purpose and policy is to establish and sponsor an organized system of registered apprenticeship training and education.

These Standards are in conformity and are to be used in conjunction with the Apprenticeship Rules, Chapter 296-05 WAC (Washington Administrative Code); Apprenticeship Act, Chapter 49.04 RCW (Revised Code of Washington); The National Apprenticeship Act, 29 U.S.C. (United States Code) 50; Apprenticeship Programs, Title 29 Part 29 CFR (Code of Federal Regulations); and Equal Employment Opportunity in Apprenticeship and Training, Title 29 Part 30 CFR which govern employment and training in apprenticeable occupations. They are part of this apprenticeship agreement and bind all signers to compliance with all provisions of registered apprenticeship. Additional information may need to be maintained by the program that is supplemental to these apprenticeship standards. This information is for purposes of ensuring compliance with decisions of the WSATC and the apprenticeship laws identified above.

If approved by the council, such amendment/s and such changes as adopted by the council shall be binding to all parties. Sponsors shall notify apprentices of changes as they are adopted by the council. If and when any part of these Standards becomes illegal, as pertains to federal and/or state law, that part and that part alone will become inoperative and null and void, and the Department of Labor and Industries (L&I) may adopt language that will conform to applicable law. The remainder of the Standards will remain in full force and effect.

See WAC 296-05-003 for the definitions necessary for use with these Standards.

I. GEOGRAPHIC AREA COVERED:

The sponsor has no authority to conduct training outside of the geographical area covered by these Standards. The sponsor may enter into an agreement (portability agreements – see WAC 296-05-303(3)) with other apprenticeship committees for the use of apprentices by training agents that are working outside their approved geographic area. Also, if a reciprocity agreement (see WAC 296-05-327) is in place, the out-of-state sponsor may use their registered apprentices. The sponsor will ensure compliance with the provisions of any agreement recognized by the WSATC.

The area under which these Standards shall apply shall be any installations of the Boeing Company within Snohomish, King and Pierce Counties.

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II. MINIMUM QUALIFICATIONS:

Minimum qualifications must be clearly stated and applied in a nondiscriminatory manner (see WAC 296-05-316).

Age: **At least 18 years.**

Education: **G.E.D. or High School Graduate, proof of completion required.**

Physical: **Able to perform the physical requirements of the apprenticeship. For Industrial Electronic Maintenance Technician apprenticeship only, must also be able to distinguish between primary colors.**

Testing: **None**

Other: **1. US Person status required.**
2. All applicants shall have the vocational training as outlined below -or- the work experience outlined below.

Required for ALL Boeing Apprenticeships except Industrial Electronic Maintenance Technician;

<u>Course Title</u>	<u>Boeing Off-Hour Course #</u>	<u>Hours</u>
Boeing Blueprint Reading - Basic**	6CC45002	42
Or	or	
Engineering Drawing System (Basic)	6C63801	40
Blueprint Reading - Machine* **	6CC45027	36
Precision Measuring Tools, or equivalent* **	6C62008	12
Machine Shop Practices, Engine Lathe, or equivalent***		80
Machine Shop Practices - Milling or equivalent***		80
Math - Practical - Level 1 or equivalent* ****	GEV46262	12
Math - Practical - Level 2 or equivalent* ****	GEV46263	22
Math - Beginning Algebra - Level 1, or equivalent* ****	GEV46264	24
Math - Beginning Algebra - Level 2, or equivalent* ****	GEV46217	21
Math - Practical Geometry or equivalent* ****	GEV46218	18
Math - Trigonometry or equivalent* ****	GEV46268	25

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Basic Blueprint Reading must be the Boeing Off-Hour Class #6CC45002 or 6CC63801.

REQUIRED for specific Apprenticeship programs (except Industrial Electronic Maintenance Technician) are:

Composite Technician

<u>Course Title</u>	<u>Boeing Off-Hour Course #</u>	<u>Hours</u>
Windows XP	TR008420	12
Redars/Bold	TR000975	4
Lean 101	TR000609	5
SE QMS Awareness	TR001789	.5

Tool & Die Maker, Jig and Fixture Builder, Tooling Inspector, and Model Maker:

<u>Course Title</u>	<u>Boeing Off-Hour Course #</u>	<u>Hours</u>
Blueprint Reading - Tooling, Boeing course required	6C62255	24

Machine Tool Maintenance Mechanic:

<u>Course Title</u>	<u>Boeing Off-Hour Course #</u>	<u>Hours</u>
Windows 2000* or Windows XP Basics*	TR000720/TR008420	8/12
Mechanical Maintenance/Lubricants	GLMN0216	20
Bearings, Select and Maintain	GLMN0218	20

Industrial Electronic Maintenance Technician (Basic minimum vocational training course required)

<u>Course Title</u>	<u>Boeing Off-Hour Course #</u>	<u>Hours</u>
Boeing Blueprint Reading - Basic**	6CC45002	42
Or	or	
Engineering Drawing System (Basic)	6C63801	40
Basic Electricity, or equivalent*	TR006014	15
Electrical Relay Logic, or equivalent*	GEV46272	3
Programmable Logic Control Basics, or equivalent*	TR000675	24
Math - Practical - Level 1 or equivalent* ****	GEV46262	12
Math - Practical - Level 2 or equivalent* ****	GEV46263	22
Math - Beginning Algebra - Level 1, or equivalent* ****	GEV46264	24

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Math - Beginning Algebra - Level 2, or equivalent*	GEV46217	21

Math - Practical Geometry or equivalent* ****	GEV46218	18
Math - Trigonometry or equivalent* ****	GEV46268	25
Windows 2000*	TR000720	8
or Windows XP Basics*	TR008420	12
Basic Schematics, or equivalent*	GEV46260	18
NC Familiarization, or equivalent*	6C63272	40

- * "Or equivalent" means any class taken other than through Boeing Off-Hour Training that consists of the same course content as outlined in the Boeing Off-Hour class description catalog.**
- ** Course can be challenged**
- *** Offered at area community/vocational colleges**
- **** Course must have been completed within the last 5 years**

--WORK EXPERIENCE--

One year of work experience in the desired trade.

TOOL AND DIE MAKER and INDUSTRIAL ELECTRONIC MAINTENANCE TECHNICIAN requires two years work experience

III. CONDUCT OF PROGRAM UNDER WASHINGTON EQUAL EMPLOYMENT OPPORTUNITY PLAN:

Sponsors with five (5) or more apprentices must adopt an Equal Employment Opportunity (EEO) Plan and Selection Procedures (see Part D of Chapter 296-05 WAC and 29 CFR Part 30).

The recruitment, selection, employment and training of apprentices during their apprenticeship shall be without discrimination because of race, sex, color, religion, national origin, age, disability or as otherwise specified by law. The sponsor shall take positive action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required by the rules of the Washington State Apprenticeship and Training Council and Title 29, Part 30 of the Code of Federal Regulations. (WAC 296-05-316(3))

A. Selection Procedures:

All candidates to be considered for placement in an apprenticeship program will have met the following criteria and then placed in the eligibility pool for the program applied for.

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- 1. Thirty (30) day application acceptance periods shall be held the month of April. If the eligibility pool for a specific trade becomes exhausted prior to annual acceptance period, the IAM/Boeing JATC may schedule a new acceptance period.**
- 2. Applications that are accepted into the eligibility pool will be valid for a 2 year period from the first day of the advertised application period, except as otherwise noted in Section III. A. 10. of these Standards.**
- 3. Acceptance periods will be announced in The Boeing News, the 751 Aero Mechanic newspaper, the IAM web site (<http://www.iam751.org>), and the IAM/Joint Programs web site (<http://www.iam-boeing.com/>) 30 days prior to the start of the acceptance period.**
- 4. Puget Sound area Boeing employees that have been on active payroll within 6 years of the commencement of the current application acceptance period, who have never been enrolled in, or completed an IAM/Boeing Apprenticeship program, are eligible to apply for any Apprenticeship defined in these standard**
- 5. The completed application shall include:**
 - a. The name of the specific trade or trades applied for.**
 - b. A copy of G.E.D. or high school transcript.**
 - c. Transcripts of all additional related training.**
 - d. A handwritten letter stating why the applicant would like to be an apprentice, for each trade applied for.**
 - e. Detailed documentation of non-Boeing work experience related to the specific trade or trades applied for.**
- 6. Accepted applicants will be notified by letter and placed in a trade specific eligibility pool.**
- 7. Applicants that have not met the minimum qualifications will be filed, and a letter will be sent to the applicant defining the requirements that have not been met and encouraging the applicant to reapply the next acceptance period.**
- 8. All applications will be retained by the IAM/Boeing Apprenticeship Training Office for a minimum of 5 years from the date of application.**
- 9. As openings for apprenticeships occur, applicants from the pool for the specific trade will be interviewed by the IAM/Boeing JATC. The IAM/Boeing Joint Apprenticeship Committee will make its selection based upon the applicant's qualifications and the results of the oral interview.**

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10. An applicant invited who does not attend or who is not selected for an Apprenticeship by the IAM/Boeing Joint Apprenticeship Committee at the interview will have their name removed from the pool for that trade.
11. Any exception to this selection procedure will be to satisfy Section 3, Conduct of Program under Washington Equal Employment Opportunity Plan, of the Standards of Apprenticeship, and must be ratified by the members of the IAM/Boeing Joint Apprenticeship Committee.

B. Equal Employment Opportunity Plan:

1. Plan and deliver workshops and presentations designed to familiarize Boeing employees with apprenticeship.
2. Disseminate information concerning equal opportunity policies of the program's sponsor.
3. Encourage pre-apprenticeship preparatory trade training and to provide that those who engage in such programs are given full and equal opportunity for admission into the apprenticeship program.
4. Have minority and women (minority and non-minority) journey-level workers and apprentices to promote the Affirmative Action Program.
5. Engage in other action as stated above to ensure that recruitment, selection, employment, and training of apprentices during apprenticeship shall be without discrimination because of race, color, religion, age, national origin, or sex.
6. Select from the eligibility pools of qualified applicants, in other than order of ranking will be to satisfy Section 3, Conduct of Program under Washington Equal Employment Opportunity Plan, of the Standards of Apprenticeship.

Discrimination Complaints.

Any apprentice or applicant for apprenticeship who believes they have been discriminated against may file a complaint (WAC 296-05, Part D).

IV. TERM of APPRENTICESHIP:

The minimum term of apprenticeship must not be less than 2000 hours or 12 months of work experience in each occupation identified in these Standards as apprenticeable. The term of apprenticeship must be stated in hours or months of employment.

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The term of apprenticeship will be 7,360 hours of reasonably continuous employment and experience in the principal operations of the trade for the following occupations:

**Cellular Manufacturing Machinist
Composite Technician
Jig & Fixture Tool Maker
Machine Tool Maintenance Mechanic
Machinist, Maintenance Machinist
Model Maker
NC Spar Mill Operator
Tool & Cutter Grinder
Tooling Inspector**

The term of apprenticeship will be 9,200 hours of reasonably continuous employment and experience in the principal operations of the trade for the following occupations:

**Industrial Electronic Maintenance Technician
Tool & Die Maker**

V. INITIAL PROBATIONARY PERIOD:

All apprentices are subject to an initial probationary period, stated in hours or months of employment for which they receive full credit toward completion of apprenticeship. Advance credit/standing will not reduce the initial probationary period. The initial probationary period:

- Is the period following the apprentice's acceptance into the program and during which the apprentice's appeal rights are impaired. The initial probation must not exceed twenty percent (20%) of the term of apprenticeship unless an exemption by the WSATC has been granted for longer probationary periods as specified by Civil Service or law.
- Is the period that the WSATC or the supervisor of apprenticeship may terminate an apprenticeship agreement at the written request by any affected party. The sponsor or the apprentice of the apprenticeship agreement may terminate the agreement without a hearing or stated cause. An appeal process is available to apprentices who have completed the initial probationary period.

For the 7,360 hours apprenticeship programs, the 20% probationary period is 1,472 hours. These programs are:

**Cellular Manufacturing Machinist
Composite Technician**

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**Jig & Fixture Tool Maker
Machine Tool Maintenance Mechanic
Machinist, Maintenance Machinist
Model Maker
NC Spar Mill Operator
Tool & Cutter Grinder
Tooling Inspector**

For the 9,200 hours apprenticeship programs, the 20% probationary period is 1,840 hours. These programs are:

**Industrial Electronic Maintenance Technician
Tool & Die Maker**

A. Evaluation during probation:

From the information obtained on the weekly evaluation, the evaluating supervisor will submit, a written monthly report to his or her management. The written monthly report will take into consideration the following factors: mechanical aptitude, attitude, work habits, comprehension, retention, interest, attendance, and the individual's ability to work with other employees. After the written monthly evaluation has been reviewed and approved by the first and second line management, a copy of the evaluation will be forwarded to the IAM/Boeing Apprenticeship Training Office for review by the IAM/Boeing Joint Apprenticeship Committee.

B. Probationary Work Schedule:

During the probationary work schedule, the apprentice's shift assignments may be divided between first and second shift.

VI. RATIO OF APPRENTICES TO JOURNEY LEVEL WORKERS:

Supervision is the necessary education, assistance, and control provided by a journey-level employee that is on the same job site at least seventy-five percent of each working day, unless otherwise approved by the WSATC. The sponsor will assure that apprentices are under the supervision of competent and qualified journey-level workers on the job who are responsible for the work being performed, to ensure safety and training in all phases of the work. Apprentices will work the same hours as journey-level workers, EXCEPT where such hours may interfere with related/supplemental instruction. (see WAC 296-05-316(5))

The ratio of journey-level worker to apprentice will be at least one (1) journey-level worker or qualified mechanic for every one (1) apprentice in each Puget Sound

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Boeing location where an apprentice is working in on-the-job training. This ratio applies to all of the Boeing/IAM Joint apprenticeship programs.

VII. APPRENTICE WAGES and WAGE PROGRESSION:

The apprentice will be paid a progressively increasing schedule of wages based on specified percentages of journey-level wage consistent with skills acquired. These may be indicated in hours or monthly periods set by the sponsor. The entry wage will not be less than the minimum wage prescribed by the Fair Labor Standards Act, where applicable, unless a higher wage is required by other applicable federal law, state law, respective regulations, or by collective bargaining agreement.

The sponsor may accelerate, by an evaluation process, the advancement of apprentices who demonstrate abilities and mastery of the occupation to the level for which they are qualified. When the apprentice is granted advanced standing the sponsor must notify the employer/training agent of the appropriate wage per the wage progression schedule specified in these Standards.

All IAM/Boeing Apprenticeship programs:

For Composite Technician, NC Spar Mill Operator, Jig & Fixture Tool Maker, Machinist, Tool & Cutter Grinder, and Tooling Inspector programs.

Job Code	Step	Number of hours/months	Apprentice 2004	Journey 2004	Percent 2004
AxxA0	1	0000 to 0920 hours	\$21.68	\$30.97	70.00%
AxxA1	2	0921 to 1840 hours	\$22.84	\$30.97	73.75%
AxxA2	3	1841 to 2760 hours	\$24.00	\$30.97	77.49%
AxxA3	4	2761 to 3680 hours	\$25.16	\$30.97	81.24%
AxxA4	5	3681 to 4600 hours	\$26.32	\$30.97	84.99%
AxxA5	6	4601 to 5520 hours	\$27.49	\$30.97	88.76%
AxxA6	7	5521 to 6440 hours	\$28.65	\$30.97	92.51%
AxxA7	8	6441 to 7360 hours	\$29.81	\$30.97	96.25%

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For Cellular Manufacturing Machinist, Machine Tool Maintenance Mechanic, Model Maker, and Maintenance Machinist programs

Job Code	Step	Number of hours/months	Apprentice 2004	Journey 2004	Percent 2004
AxxA0	1	0000 to 0920 hours	\$22.36	\$31.94	70.00%
AxxA1	2	0921 to 1840 hours	\$23.56	\$31.94	73.76%
AxxA2	3	1841 to 2760 hours	\$24.75	\$31.94	77.49%
AxxA3	4	2761 to 3680 hours	\$25.95	\$31.94	81.25%
AxxA4	5	3681 to 4600 hours	\$27.15	\$31.94	85.00%
AxxA5	6	4601 to 5520 hours	\$28.35	\$31.94	88.76%
AxxA6	7	5521 to 6440 hours	\$29.54	\$31.94	92.49%
AxxA7	8	6441 to 7360 hours	\$30.74	\$31.94	96.24%

For Industrial Electronic Maintenance Technician and Tool & Die Maker programs

Job Code	Step	Number of hours/months	Apprentice 2004	Journey 2004	Percent 2004
AxxA0	1	0000 to 0920 hours	\$22.97	\$32.82	69.99%
AxxA1	2	0921 to 1840 hours	\$23.96	\$32.82	73.00%
AxxA2	3	1841 to 2760 hours	\$24.94	\$32.82	75.99%
AxxA3	4	2761 to 3680 hours	\$25.93	\$32.82	79.01%
AxxA4	5	3681 to 4600 hours	\$26.91	\$32.82	81.99%
AxxA5	6	4601 to 5520 hours	\$27.90	\$32.82	85.01%
AxxA6	7	5521 to 6440 hours	\$28.88	\$32.82	88.00%
AxxA7	8	6441 to 7360 hours	\$29.87	\$32.82	91.01%
AxxA8	9	7361 to 8280 hours	\$30.85	\$32.82	94.00%
AxxA9	10	8281 to 9200 hours	\$31.84	\$32.82	97.01%

Above wages are base only. The Boeing/IAM Joint Apprenticeship Wage rates are defined in the 2002 District 751 IAM & AW/Boeing Company Collective Bargaining Agreement.

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VIII. WORK PROCESSES:

The apprentice shall receive on the job instruction and experience as is necessary to become a qualified journey-level worker versed in the theory and practice of the occupation covered by these Standards. The following is a condensed schedule of work experience, which every apprentice shall follow as closely as conditions will permit.

Employers/training agents shall only use registered apprentices to perform the work processes as stated in this section. (WAC 296-05-003 - Definitions)

A. Cellular Manufacturing Machinist

	<u>Code</u>	<u>Hours</u>
1. Surface Grinding	A	120
2. O.D. Grinding	B	120
3. I.D. Grinding	C	120
4. Thread Grinding	D	80
5. Conventional Milling	E	200
6. CNC	F	720
7. Drills/Reamers	G	80
8. Highspeed	H	80
9. Carbide	I	80
10. Conventional Turning	J	280
11. NC Lathe	K	80
12. CNC Lathe	L	480
13. Basic Layout	M	160
14. Advanced Layout	N	400
15. Inspection	O	200
16. Cellular Manufacturing	P	2120
17. Conventional/CNC Boring	Q	360
18. Jig Bore	R	240
19. Heat Treat	S	80
20. Programming	T	320
21. Composite Awareness	U	280
22. Drilling	V	120
23. Assembly	W	280
24. Shotpeen	X	160
25. Tankline	Y	80
26. Deburr	Z	80
27. Saw	A1	40

TOTAL HOURS: 7360

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B. Composite Technician

		<u>Code</u>	<u>Hours</u>
1.	Lay-up/Hand Lay-up	A	760
2.	Kitting	B	176
3.	CTLM/AGFM*	C	304
4.	Drape Forming	D	152
5.	Compaction	E	40
6.	Fiber Placement	F	216
7.	Bulk Resin Infusion	G	368
8.	Noodle Fabrication	H	56
9.	Bagging/Thermal Couples	I	152
10.	Tool Prep/Clean/Mold Release	J	200
	Application		
11.	De-Bag	K	144
12.	Autoclave	L	840
13.	Oven	M	96
14.	Heat Blankets	N	96
15.	Automated Water Jet	O	344
16.	NC Machines	P	176
17.	Extrusion Mills	Q	312
18.	Hand Trim	R	48
19.	Spindle Shaper	S	128
20.	Overhead Shaper	T	48
21.	Hand Route	U	48
22.	Saws	V	48
23.	Drill Press	W	24
24.	NC Program Navigation	X	40
25.	Drilling	Y	600
26.	Fastening: Hydranet/Hand Pull	Z	96
27.	Bond & Ground/Seal Essentials	A1	56
28.	Overhead Set-up	A2	8
29.	Stacker Operations	A3	16
30.	Overhead Crane	A4	24
31.	Tracker Leveling Systems/Laser Radar	A5	1360
32.	Rework/Tear Down	A6	192
33.	Blue Streak Layout	A7	192

TOTAL HOURS: 7360

***Contoured Tape Laminating Machine and American General Fiber-placement Machine.**

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C. Industrial Electronic Maintenance Technician

		<u>Code</u>	<u>Hours</u>
1.	Fundamentals	A	1000
2.	Test Equipment	B	480
3.	Preventive Maintenance	C	160
4.	Computer Concepts & Operating Systems	D	720
5.	Base Mechanics	E	240
6.	Magnetic Controls	F	280
7.	Electric Motors	G	280
8.	Hydraulics	H	160
9.	Pneumatics	I	80
10.	Servo Systems/Drives	J	480
11.	Position Feedback Devices	K	120
12.	Programmable Logic Controllers	L	320
13.	Machine Shop familiarization	M	620
14.	Process Controls	N	640
15.	Primary Power Distribution	O	80
16.	Electrical Construction	P	320
17.	Computer Numerical Controls	R	840
18.	Building Related Equipment/Processes	S	320
19.	Inspection Equipment	T	320
20.	Machining Centers/Cells	U	160
21.	Machine Programming	V	80
22.	Crane Maintenance	W	160
23.	Predictive/Condition Based Maintenance	X	320
24.	Heat Treat	Y	80
25.	Welders	Z	80
26.	Automatic Test Equipment	A1	320
27.	Pressure and Vacuum Vessels	A2	200
28.	Tank Line Automation	A3	340
TOTAL HOURS:			9200

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D. Jig & Fixture Tool Maker

		<u>Code</u>	<u>Hours</u>
1.	Structural Steel & Aluminum Fabrication	A	700
2.	Crane & Rigging Operation	B	80
3.	Handling Tool Fabrication	C	320
4.	Lay-up Mandrel & Bonding Assembly Jigs	E	700
5.	Weld Jigs	F	400
6.	Large Floor Mounted Assembly Jigs	G	800
7.	Tool Routine	H	560
8.	Master Tools	I	480
9.	Breakdown	J	480
10.	Computer Aided Theodolite	K	600
11.	Small Tools Including Standard Tools	L	560
12.	Tool Engineering	M	160
13.	CMM Operation	N	80
14.	CNC Milling	O	400
15.	NC Overview	P	40
16.	Lathe	Q	160
17.	EDM	R	80
18.	Mill	S	400
19.	Grinder	T	120
20.	Jig Bore Operator	U	240
TOTAL HOURS:			7360

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E. Machine Tool Maintenance Mechanic

	<u>Code</u>	<u>Hours</u>
1. Oil Crib & Routs	A	80
2. Machine (basic operation)	B	320
3. Belts & Pulley	C	40
4. Alignments	D	520
5. Predictive Maintenance	E	80
6. Preventative Maintenance	F	1040
7. Boring Mills	G	80
8. Grinders	H	80
9. Turning Centers	I	120
10. Machining Centers	J	520
11. Coordinate Measuring Machines	K	80
12. Hydraulics	L	160
13. Riveters	M	600
14. Automatic Spar Assembly Tool	N	600
15. Robotics	O	160
16. Tube Benders	P	160
17. Scraping and flaking	Q	80
18. Waterjets	R	160
19. Shot Peen	S	160
20. EB Welders	T	160
21. Laser Welders	U	40
22. Wire Coding	V	240
23. Cranes	W	160
24. Autoclaves	X	320
25. Ballbars	Y	40
26. Balancing	Z	40
27. Spindle Shop	A1	280
28. Laser Interferometry	A2	160
29. Photogrammetry	A3	40
30. Automated Test Equipment	A4	80
31. Laser Engraver	A5	40
32. Through Transmission Ultrasonic	A6	80
33. Orientation	A7	40
34. Skin and Spar	A8	520
35. Heat Treat	A9	80

TOTAL HOURS: 7360

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F. Machinist:

		<u>Code</u>	<u>Hours</u>
1.	E.D.M.	B	160
2.	Bench Work	C	240
3.	Drill Press	D	80
4.	Programming	E	160
5.	Heat Treat	F	160
6.	Elementary Layout	G	160
7.	Conventional Engine Lathe	H	480
8.	CNC Lathe	I	800
9.	Tool and Cutter Grind	J	320
10.	Advanced Layout/CMM	K	640
11.	Conventional Milling Machine	L	560
12.	Shop CAD/CAM	M	320
13.	Surface Grinding	N	160
14.	External Grinding	O	240
15.	Internal Grinding	P	120
16.	Thread Grinding	Q	120
17.	Horizontal Boring Mills	R	520
18.	Jig Bore/Jig Grind	S	280
19.	CNC Mills	T	1160
20.	NC Milling	U	680
TOTAL HOURS:			7360

THE BOEING/IAM JOINT APPRENTICESHIP COMMITTEE

G. Maintenance Machinist:

		<u>Code</u>	<u>Hours</u>
1.	Maintenance Machining	A	3460
2.	Milling Machines	B	840
3.	Lathes	C	680
4.	Drill Press	D	80
5.	Grinders	E	200
6.	Boring Mills	F	200
7.	Heat Treat	G	140
8.	Tool Grind	H	220
9.	Layout	I	180
10.	All NC Machining	J	640
11.	Precision Inspection	K	120
12.	Floor Maintenance	M	440
13.	Spindle Shop	N	160
TOTAL HOURS:			7360

THE BOEING/IAM JOINT APPRENTICESHIP COMMITTEE

H. Model Maker:

		<u>Code</u>	<u>Hours</u>
1.	Engine Lathe	A	320
2.	Milling Machine	B	440
3.	Planers	C	80
4.	Boring Mills	D	120
5.	Grinding	E	120
6.	Railing	F	160
7.	Bench Assembly	G	200
8.	Heat Treat	H	120
9.	Wood Working	I	120
10.	Electrical (Elementary	J	120
11.	Plastic Training	K	400
12.	Plaster Training	L	320
13.	Tracer Lathe	M	40
14.	CNC Milling	N	160
15.	Jig Bore	O	120
16.	Electrical Discharge Machine	P	80
17.	NC Milling	Q	440
18.	NC Lathe	R	144
19.	Model Construction & Finishing	S	2936
20.	Wind Tunnel Maintenance	T	480
21.	Wire Feed EDM	U	160
22.	Remote Terminal	V	80
23.	Machine Layout	W	160
24.	Saws	Y	40
TOTAL HOURS:			7360

THE BOEING/IAM JOINT APPRENTICESHIP COMMITTEE

I. NC Spar Mill Operator:

	<u>Code</u>	<u>Hours</u>
1. Material Store	A	40
2. NC Spar Mill	B	1440
3. NC Drill Router	C	160
4. NC Milling	D	400
5. Hand Sand - Spar	E	120
6. De-Burr Machine	F	80
7. Forming - Straightening	G	480
8. Layout	H	400
9. Hand Drill	I	80
10. Conventional Milling	J	720
11. Heat Treat	K	200
12. Tool and Cutter Grinder	L	320
13. Skin Mills	M	800
14. Hand Sand - Skins	N	120
15. Crane Operation	O	80
16. Shot Peen	P	400
17. Checking Fixture	Q	120
18. Hand/Work	R	160
19. Tank Line	S	160
20. Assembly and Prep	T	120
21. Spar/Skin Kitting	U	80
22. Cutting Tool Development	V	80
23. Cutter Set-Up	X	80
24. Tool Set-Up	XA	80
25. NC Double Plus Chord Mills	XB	640

TOTAL HOURS: 7360

THE BOEING/IAM JOINT APPRENTICESHIP COMMITTEE

J. Tool & Cutter Grinder:

		<u>Code</u>	<u>Hours</u>
1.	Drill Grind	A	1760
2.	Tool Grind	B	2520
3.	Carbide Tool Grind	C	1720
4.	Machine Shop	D	1360
TOTAL HOURS:			7360

THE BOEING/IAM JOINT APPRENTICESHIP COMMITTEE

K. Tool & Die Maker:

		<u>Code</u>	<u>Hours</u>
1.	Tool & Cutter Grind	A	240
2.	Lathe	B	240
3.	Mill Conventional	C	800
4.	CNC Lather	D	600
5.	CNC Mill	E	840
6.	Heat Treat	F	160
7.	Surface Grind Conventional	G	120
8.	Cylindrical Grind Conventional	H	120
9.	Jig Grind Conventional	I	80
10.	Surface Grind CNC	J	160
11.	Cylindrical Grind CNC	K	120
12.	Jig Grind CNC	L	80
13.	EDM Conventional/CNC	M	360
14.	Jig Bore	N	520
15.	Layout	O	160
16.	Horizontal Boring	P	320
17.	Spring Bench	Q	120
18.	Breakdown/CATIA	R	240
19.	CAD/CAM (Shop)	S	320
20.	Bench Work	T1	920
21.	Bench Work	T1	1880
22.	Tool Engineering, Programming, Planning	U	160
23.	Tool Inspection	V	120
24.	Optical Tool Fabrication	W	320
25.	Hydraulic/Pneumatic	X	200
TOTAL HOURS:			9200

THE BOEING/IAM JOINT APPRENTICESHIP COMMITTEE

L. Tooling Inspector:

		<u>Code</u>	<u>Hours</u>
1.	Production Drill Press Fab.	A	40
2.	Production Lathes	B	80
3.	Production Mills	C	80
4.	Production Boring Mills	D	80
5.	Plastic Training	E	160
6.	Weld & Duct	F	120
7.	Spar Fabrication	G	120
8.	Skin Fabrication	H	80
9.	Sheet Metal Production (SMC)	I	160
10.	Manufacturing Engineering	J	440
11.	Jig Fabrication	K	680
12.	Tool & Die Fabrication	L	360
13.	Plaster/Plastic Tool Fabrication	M	640
14.	Sheet Metal Tool	N	320
15.	Jig Bore (Fabrication Shop)	O	160
16.	Jig Routine (Renton)	P	80
17.	Interchangeability/Replaceability(I/R)	Q	80
18.	C.M.M. (Dea, BOICE, LK. etc.)	R	320
19.	Calibration/Certification Lab	S	40
20.	Load Test	T	40
21.	Heat Treat	U	40
22.	Numerical Control Quality Assurance (NCQA)	V	120
23.	Inspection	W	3040
24.	Material Support	W1	80
TOTAL HOURS:			7360

THE BOEING/IAM JOINT APPRENTICESHIP COMMITTEE

IX. RELATED/SUPPLEMENTAL INSTRUCTION:

The apprentice must attend related/supplemental instruction. Time spent in related/supplemental instruction will not be considered as hours of work, and the apprentice is not to be paid for time so spent, unless otherwise stated in these Standards.

The sponsor/training agent must provide for instruction of the apprentice during the related/supplemental instruction in safe and healthful work practices in compliance with the Washington Industrial Safety and Health Act, and applicable federal and state regulations.

In case of failure on the part of any apprentice to fulfill this obligation, the sponsor has authority to take disciplinary action (see Administrative/Disciplinary Procedures section).

Clock hours of actual attendance by the apprentice in related/supplemental instruction classes at the community/technical college or other approved training locations shall be reported to L&I on a quarterly basis for verifying attendance and industrial insurance purposes.

For industrial insurance purposes, the WSATC will be considered as the employer should any apprentice, not being paid to attend, sustain an injury while participating in related/supplemental classroom activity, or other directly related activity outside the classroom. The activities must be at the direction of the instructor.

The methods of related/supplemental training must consist of one or more of the following:

- ☐ Supervised field trips
- ☐ Approved training seminars
- ☐ A combination of home study and approved correspondence courses
- ☒ State Community/Technical college: **South Seattle Community College**
- ☐ Private Technical/Vocational college
- ☐ Training trust
- ☒ Other (specify): **(Off Hour Boeing Classes), as a method of delivery.**

160 Minimum RSI hours per **academic school** year, (see WAC 296-05-305(5))

Additional Information:

THE BOEING/IAM JOINT APPRENTICESHIP COMMITTEE

Each apprentice must enroll in and attend classes in related instruction as prescribed by the Boeing/IAM Apprenticeship Committee.

Apprentices shall be required to take their related training on their own time without compensation on a schedule that does not conflict with their regular work shift.

The Committee recommends that courses in related instruction for the several crafts be limited to those who are actually apprentices.

X. ADMINISTRATIVE/DISCIPLINARY PROCEDURES:

Sponsors may include in this section requirements and expectations of the apprentices and training agents and an explanation of disciplinary actions that may be imposed for noncompliance. The sponsor has the following disciplinary procedures that they may impose: Disciplinary Probation, Suspension, or Cancellation.

Disciplinary Probation: A time assessed when the apprentice's progress is not satisfactory. During this time the program sponsor may withhold periodic wage advancements, suspend or cancel the apprenticeship agreement, or take further disciplinary action. A disciplinary probation may only be assessed after the initial probation is completed. During the disciplinary probation, the apprentice has the right to file an appeal of the committee's action with the WSATC (as described in WAC 296-05-009).

Suspension: A suspension is a temporary interruption in progress of an individual's apprenticeship program that may result in the cancellation of the Apprenticeship Agreement. Could include temporarily not being allowed to work, go to school or take part in any activity related to the Apprenticeship Program until such time as the Apprenticeship Committee takes further action.

Cancellation: Refers to the termination of an apprenticeship agreement at the request of the apprentice, supervisor, or sponsor. (as described in WAC 296-05-009).

A. General Procedures

- 1. The Apprenticeship Coordinator shall provide a form to be filled out weekly by the apprentice, signed by the apprentice and his/her immediate supervisor. This report will be a complete record of the work code, type of work performed, type of equipment being used and the supervisors rating of the apprentices work performance. Copies of this report will be retained by the apprentice and Apprenticeship Training Office.**
- 2. The Committee will cooperate with the Apprenticeship Coordinator in passing on the qualifications of applicants for apprenticeship.**

THE BOEING/IAM JOINT APPRENTICESHIP COMMITTEE

3. The Committee will cooperate with the Apprenticeship Coordinator in his/her responsibilities towards the apprentice.
4. The Committee will determine the apprentice's progress in manipulative skills and technical knowledge, through examination of their records, and by tests or examinations, which may, on occasion, be deemed advisable or necessary.
5. The Committee will assist apprentices in all matters pertaining to their employment as apprentices and in such other personnel matters as the apprentice may bring before them.
6. The Committee will cooperate with supervisors, managers, human resources, and school in maintaining discipline among apprentices and ensuring their progress.
7. The Committee will cooperate with the related training school in the preparation, presentation, and revision of related instructional matter.
8. The Apprenticeship Coordinator will provide annual reports covering the work of the Apprenticeship Committee to the Company, the Union, and the Washington State Apprenticeship and Training Council as requested.
9. **Disciplinary actions:**
 - a. Definitions
 - (1) **Disciplinary Probation**
A time assessed when the apprentice's progress is not satisfactory.
 - (a) Unsatisfactory progress/unacceptable conduct will constitute disciplinary probation from the apprenticeship program and may result in cancellation of the Apprenticeship Agreement.
 - (b) During a disciplinary probation, the apprentice will continue to attend and maintain satisfactory progress with their Related Supplemental Instruction.
 - (c) During a disciplinary probation, work hours shall not be credited towards the apprenticeship program.
 - (d) During a disciplinary probation, the disciplined apprentice shall continue to report for work and be compensated at their current wage rate.
 - (e) During a disciplinary probation, the disciplined apprentice shall be designated work assignments that are equal to or below their current wage rate.

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- (f) All disciplinary probations will require the disciplined apprentice to attend the next regular Boeing/IAM JAC meeting to review their status.
 - (g) The notification of the second disciplinary probation will include the 20-day notice of intent to cancel the Apprenticeship Agreement per Section X.C. of these Standards.
 - (h) A third disciplinary probation may alone be reason to cancel the Apprenticeship Agreement.
- (2) **Unacceptable Conduct:**
 - (a) Including conduct that is deemed unacceptable and/or not compatible with the Apprenticeship Program, by the IAM/Boeing Apprenticeship Committee.
 - (b) Non-authorized possession, or use of IAM/Boeing Apprenticeship Related Training Tests or Answer sheets.
 - (c) Dishonesty, including cheating on, forgery and/or falsification of apprenticeship documents, tests, lessons, and logbooks.
- (3) **Unsatisfactory Progress:**
 - (a) **Related Training:**
 - 1) Lessons: Being behind in related training nine (9) or more lessons.
 - 2) Class hours: Being behind in related training eight (8) or more hours.
 - 3) Related training test failures:
 - a) Two (2) consecutive failures of a test.
 - b) A third consecutive failure of a test.
 - (b) **Work Performance:**
 - 1) Two consecutive monthly grades of less than 3.
 - 2) A monthly grade of one (1).
- (4) **Notification of disciplinary probation:**

The apprentice will be notified by registered mail sent to current home address (on file with the apprenticeship office) and through Boeing plant mail.
- (5) **Recommencement of the apprenticeship program:**
 - (a) An apprentice disciplined for related training deficiencies may recommence the apprenticeship program when all deficiency(s) have been corrected and the apprentice is in compliance with the Standards of Apprenticeship. The apprentice will be required to attend the next Boeing/IAM JAC business meeting.

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- (b) **An apprentice disciplined for any other reason, may recommence the apprenticeship after meeting with the Boeing/IAM JAC.**

B. Local Apprenticeship Committee Policies

NONE

C. Complaint and Appeal Procedures:

All approved programs must establish procedures explaining the program's complaint review process. Complaints that involve matters covered by a collective bargaining agreement are not subject to the complaint review procedures in this section.

Complaint (after initial probation completed) – WAC 296-05-009 and 296-05-316(21)

Prior to: 20 days of intention of disciplinary action by a committee/organization

- Committee/organization must notify the apprentice in writing of action to be taken
- Must specify the reason(s) for discipline, suspension, or cancellation
- Decision will become effective immediately
- Written reason(s) for such action will be sent to the apprentice

Within: 30 days request for reconsideration from the committee

- Apprentice to request local committee to reconsider their action

Within: 30 days of apprentice's request for reconsideration

- Local committee/organization must provide written notification of their final decision

If apprentice chooses to pursue the complaint further:

Within: 30 days of final action

- Apprentice must submit the complaint in writing to the supervisor (L&I)
- Must describe the controversy and provide any backup information
- Apprentice must also provide this information to the local committee/organization

Within: 30 days for supervisor to complete investigation

- If no settlement is agreed upon during investigation, then supervisor must issue a written decision resolving the controversy when the investigation is concluded

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If the apprentice or local committee/organization disputes supervisor decision:

Within: 30 days of supervisor's decision, request for WSATC hearing

- Request must be in writing
- Must specify reasons supporting the request
- Request and supporting documents must be given to all parties
- WSATC must conduct the hearing in conjunction with the regular quarterly meeting

Within: 30 days after hearing

- WSATC to issue written decision

XI. COMMITTEE – RESPONSIBILITIES AND COMPOSITION

NOTE: The following is an overview of the requirements associated with administering an apprenticeship committee and/or program. These provisions are to be used with the corresponding RCW and/or WAC.

The sponsor is the policymaking and administrative body responsible for the operation and success of this apprenticeship program. A committee is responsible for the day-to-day operations of the apprenticeship program and they must be knowledgeable in the process of apprenticeship and/or the application of Chapter 49.04 RCW and Chapter 296-05 WAC. Sponsors must develop procedures for:

A. Committee Operations (WAC 296-05-316): (Not applicable for Plant Programs)

Convene meetings at least three times per year of the program sponsor and apprenticeship committee attended by a quorum of committee members as defined in the approved Standards. If the committee does not indicate its definition of quorum, the interpretation will be “50% plus 1” of the approved committee members.

Conference call meetings may be conducted in lieu of regular meetings but must not exceed the number of attended meetings and no disciplinary action can be taken during conference call meetings.

B. Program Operations (Chapter 296-05 WAC - Part C & D):

1. The sponsor will record and maintain records pertaining to the local administration of the apprenticeship program and make them available to the WSATC or its representative on request.

Records required by WAC 296-05-400 through 455 (see Part D of Chapter 296-05 WAC) will be maintained for five (5) years; all other records will be maintained for three (3) years.

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2. The sponsor will submit to L&I through the assigned state apprenticeship coordinator the following list:

Forms are available on line at <http://www.LNI.wa.gov/scs/apprenticeship> or from your assigned apprenticeship coordinator.

- Apprenticeship Agreement Card – within first 30 days of employment
 - Authorization of Signature - as necessary
 - Authorized Training Agent Agreements (committee approving or canceling) – within 30 days
 - Apprenticeship Committee Meeting Minutes – within 30 days of meeting (not required for Plant program)
 - Change of Status – within 30 days of action by committee, with copy of minutes
 - Journey Level Wage – at least annually, or whenever changed
 - Revision of Standards and/or Committee Composition - as necessary
 - RSI (Quarterly) Reports:
 - 1st quarter: January through March, by April 10
 - 2nd quarter: April through June, by July 10
 - 3rd quarter: July through September, by October 10
 - 4th quarter: October through December, by January 10
3. Adopt, as necessary, local program rules or policies to administer the apprenticeship program in compliance with these Standards that must be submitted for L&I approval and updating these Standards. The L&I apprenticeship program manager may administratively approve requests for revisions in the following areas of the Standards:
 - Program name
 - Section III: Conduct of Program Under Washington Equal Employment Opportunity Plan
 - Section VII: Apprentice Wages and Wage Progression
 - Section IX: Related/Supplemental Instruction
 - Section XI: Committee - Responsibilities and Composition (including opening statements)
 - Section XII: Subcommittees
 - Section XIII: Training Director/Coordinator

C. Management of Apprentices:

1. Each apprentice (and, if under 18 years of age, the parent or guardian) will sign an apprenticeship agreement with the sponsor, who will then register the agreement, with L&I before the apprentice attends the related/supplemental instruction classes, or within the first 30 days of employment as an apprentice. For the purposes of industrial insurance coverage and prevailing wage exemption under RCW 39.12.021, the effective date of registration will be the date the agreement is received by L&I.

THE BOEING/IAM JOINT APPRENTICESHIP COMMITTEE

L&I must be notified within 30 days of program approval, of all requests for disposition or modification of agreements, with a copy of the committee minutes approving the changes, which may be:

- Certificate of completion
 - Additional credit
 - Suspension (i.e. military service or other)
 - Reinstatement
 - Cancellation and/or
 - Corrections
2. Rotate apprentices in the various processes of the skilled occupation to ensure the apprentice is trained to be a competent journey-level worker.
 3. Periodically review and evaluate apprentices before advancement to the apprentice's next wage progression period. The evidence of such advancement will be the record of the apprentice's progress on the job and during related/supplemental instruction.
 4. The sponsor has the obligation and responsibility to provide, insofar as possible, continuous employment for all apprentices in the program. The sponsor may arrange to transfer an apprentice from one training agent to another or to another sponsor when the sponsor is unable to provide reasonably continuous employment, or they are unable to provide apprentices the diversity of experience necessary for training and experience in the various work processes as stated in these Standards. The new sponsor or training agent will assume all the terms and conditions of these Standards. If, for any reason, a layoff of an apprentice occurs, the apprenticeship agreement will remain in effect unless canceled by the sponsor.
 5. An apprentice who is unable to perform the on-the-job portion of apprenticeship training may, if the apprentice so requests and the sponsor approves, participate in related/supplemental instruction, subject to the apprentice obtaining and providing to the sponsor written requested document/s for such participation. However, time spent will not be applied toward the on-the-job portion of apprenticeship training.
 6. Hear and adjust all complaints of violations of apprenticeship agreements.
 7. Upon successful completion of apprenticeship, as provided in these Standards, and passing the examination that the sponsor may require, the sponsor will recommend that the WSATC award a Certificate of Completion of Apprenticeship. The program will make an official presentation to the apprentice that has successfully completed his/her term of apprenticeship.

D. Training Agent Management:

THE BOEING/IAM JOINT APPRENTICESHIP COMMITTEE

1. Offer training opportunities on an equal basis to all employers and apprentices. Grant equal treatment and opportunity for all apprentices through reasonable working and training conditions and apply those conditions to all apprentices uniformly. Provide training at a cost equivalent to that incurred by currently participating employers and apprentices. Not require an employer to sign a collective bargaining agreement as a condition of participation.
2. Determine the adequacy of an employer to furnish proper on-the-job training in accordance with the provisions of these Standards. Require all employers requesting approved training agent status to complete an approved training agent agreement and comply with all federal and state apprenticeship laws and the appropriate apprenticeship Standards.
3. Submit approved training agent agreements to the department with a copy of the agreement and/or the list of approved training agents within thirty days of committee approval. Submit rescinded approved training agent agreements and/or the list of approved training agents to the department within thirty days of said action.

E. Composition of Committee: (see WAC 296-05-313)

Apprenticeship committees must be composed of an equal number of management and non-management representatives composed of at least four members but no more than twelve. If the committee does not indicate its definition of a quorum, the interpretation will be "50% plus 1" of the approved committee members.

Apprenticeship committees shall elect a chairperson and a secretary who shall be from opposite interest groups, i.e., chairperson-employers; secretary-employees, or vice versa; EXCEPT, this does not apply where the Registration Agency represents the apprentice(s).

For plant programs the WSATC or the department designee will act as the employee representative.

Quorum: Four (4) members of the Committee, two (2) from the union and two (2) from management shall be a quorum for the transaction of business. Each party shall have the right to cast the full vote of its membership and it shall be conducted as though all were present and voting.

Program type administered by the committee: **INDIVIDUAL JOINT**

When in any year, the Chairman of the Committee is a representative of management, then the Secretary shall be a representative of labor. The following year, the Chairmanship shall be held by a labor representative.

THE BOEING/IAM JOINT APPRENTICESHIP COMMITTEE

The employer representatives shall be:

Roger Carroll, Secretary
PO Box 3707
MC 50-50
Seattle, WA 98124-2207

James Davis, Alt Secretary
PO Box 3707
MC 5T-52
Seattle, WA 98124-2207

Mark Calkins
PO Box 3707
MC 0X-62
Seattle, WA 98124-2207

Dick Watanabe
PO Box 3707
MC 6Y-90
Seattle, WA 98124-2207

Daniel Price
PO Box 3707
MC 1W-76
Seattle, WA 98124-2207

Brian Wicker
PO Box 3707
MC 4F-10
Seattle, WA 98124-2207

The employee representatives shall be:

Paul Knebel, Chair
9125 - 15th Place South
Seattle, WA 98108

Thomas Lux, Alt. Chair
PO Box 3707 MC 6Y-90
Seattle, WA 98124-2207

Tony Curran
PO Box 3707 M/C 6Y-90
Seattle, WA 98124-2207

Dallas Colton
9125 - 15th Place South
Seattle, WA 98108

Sherrie Williams
9125 - 15th Place South
Seattle, WA 98108

Larry Zimmerman
9125 - 15th Place South
Seattle, WA 98108

XII. SUBCOMMITTEE:

Subcommittee(s) approved by L&I, represented equally from management and non-management, may also be established under these Standards, and are subject to the main committee. All actions of the subcommittee must be approved by the main committee.

NONE

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XIII. TRAINING DIRECTOR/COORDINATOR:

The sponsor may employ a person(s) as a full or part-time training coordinator(s)/training director(s). This person(s) will assume responsibilities and authority for the operation of the program as are delegated by the sponsor.

**Gina M. Ames
PO Box 3707 M/C 5X-12
Seattle, WA 98124-2207**